

Freight Contract

Several supplements not settled.
p. 3

UPS Profits

Strike causes dip, but temporary.
p. 4

El Paso, Texas

Campaign for new local.
p. 5

Teamster Election

Details of Hoffa decision.
pp. 6-7

CONVOY DISPATCH



VOICE OF THE TEAMSTER RANK AND FILE SINCE 1975

May 1998 #168

Hall vs. Hoffa: Teamster Members Will Decide

Teamster members will have the final word on Junior Hoffa.

Election Officer Michael Cherkasky found massive violations of election rules by Hoffa and his campaign. However, the Election Officer ruled on April 27 that Hoffa may run for Teamsters General President.

The investigation revealed that...

- Hoffa accepted at least \$167,675 from an employer.

- Hoffa personally ordered changes in financial records to hide the real source of his campaign funds.

- Hoffa's campaign laundered money to hide payments to a convicted felon.

- Hoffa's key campaign aide arranged a swap scheme in which he got money from an employer so he could charge Hoffa Jr. less for his services.

- The Hoffa campaign misreported some \$42,860 in income.

- Officials in Detroit Local 337, headed by Hoffa's boss and benefactor, Larry Brennan, converted \$35,000 in union funds to cash and gave it to

Hoffa operative Carlo Scalf.

The Election Officer's decision shows the kind of crooks, mobsters, and convicted felons who control Junior Hoffa and ran his campaign.

The Election Officer fined Hoffa and other slate members more than \$42,000 for their violations and ordered a notice to be printed in the *Teamster* magazine.

(See page 6 for more details about the Election Officer's decision.)

In a separate decision, the Election Officer disqualified Hoffa's California running mate, Mary Lou Salmeron, from running in the rerun election because she gave employees she supervised raises, then coerced them into contributing to the Hoffa campaign. (See page 7 for the story.)

After the Election Officer's findings on the Hoffa Campaign were released, TDU called on the Independent Review Board (IRB) and U.S. Attorney Mary Jo White to investigate the allegations and said that



"We need to continue building a stronger union. We need a union that demonstrates the kind of unity and strength that we showed in last summer's victory over UPS, and we need to expand that to Teamsters across the country," said Ken Hall, shown campaigning with UPS Teamsters in Chicago.

Hoffa should withdraw from the race. Teamster members have also appealed Cherkasky's decision, calling for Hoffa to be held to the same standards that Ron Carey was.

But instead, Hoffa claimed, "This investigation found that I am an honest man who ran an honest campaign." Obviously, Hoffa doesn't know what the word honest means!

When it comes to violating the election rules, Hoffa and his cronies are repeat offenders.

The Hoffa slate has raked in more than \$400,000 in money that's been documented as employer funds, embezzled from union treasuries, or laundered. That includes the Hoffa Slate scams just revealed by the Election Officer, \$35,000 looted from the Local 745 treasury by T.C. Stone, \$46,000 extorted by Mary Lou Salmeron, \$2,000-plus funneled to Jim Santangelo's campaign through a fund administered by Lo-

cal \$48, and \$116,000 in members' dues money passed through the Real Teamster Caucus.

It's Up To Us

It's up to us to make sure Teamster members know the truth about Junior Hoffa—and understand that we need to elect a leader who will involve members in the union and help us fight for reform.

TDU has endorsed Ken Hall, Director of the International Union's Parcel and Small Package Division to head the reform slate running against Junior Hoffa. Hall helped lead Teamster members to victory in the UPS strike last August.

Ken Hall Campaign Needs You!

Junior Hoffa has been campaigning for four years. He's accumulated a war chest from the fat cats. To defeat him, it will take a grassroots campaign involving thousands of Teamster members. **See page 12 for what you can do to help.**

Proposed Election Schedule Teamster International Election

- June 15** Nomination ballots sent to all delegates to the 1996 Convention
- June 29** Nomination ballots returned and tallied.
- July 13** Final date for slate declarations and withdrawals.
- Aug. 17** Notice of Election posted at work sites and published in *Teamster* magazine.
- Sept. 14** Ballots mailed to all 1.4 million Teamsters
- Oct. 14** Ballots returned and count begins.

This schedule was submitted on May 6 by Election Officer Michael Cherkasky to Judge Edelstein, who will make the final determination.

Teamsters Help McDonald's Workers Strike for Respect

McDonald's management likes to brag that "our people are our most important ingredient." McDonald's workers in Macedonia, Ohio, showed management just how important an ingredient when they staged the first walkout ever in the fast food industry on Sunday, April 12.

Harassment, Favoritism

Concerned about management harassment, rampant favoritism, and job safety, the workers decided enough was enough when a manager grabbed a 66 year-old woman worker by the wrist and yelled at her in public so viciously that she was reduced to tears.

Management was caught totally off guard by the walkout, and had to scramble to find people to keep the

restaurant open. Customers were treated to the sight of managers called in from other areas flipping burgers in business suits. The franchise manager even brought in his daughter to work the cash register. She was so young she could barely see over the counter.

The strikers turned to Teamsters Local 416 for help, and came up with a list of 15 demands. Many also signed union cards. But when they showed up with Teamster representatives to negotiate with McDonald's, the fast food giant refused to meet with them.

Union Drivers Give Support

Meanwhile, the workers kept the picket lines going. Union bakery and UPS drivers refused to make deliveries. Parents of the mostly

teenage workforce walked the picket line with their children. Complete strangers brought food and honked in support as they drove by.

Workers' Demands Won

Finally, after five days of picketing, the company agreed to meet with the strikers, and they hammered out an agreement on Thursday, April 16. The workers won nearly all of their demands, including a fair pay scale, regular breaks, and requiring all managers to get people skills training at McDonald's Hamburger University.

Since the strike, Local 416 has been flooded with hundreds of calls from fast food workers across the country looking to organize with the Teamsters. "This whole thing just blew up," said Dominic Tocco, president of Local 416.

Although they didn't win union representation, workers were satisfied with their victory. "We've got [McDonald's] on their heels because they know if they mess up again, the Teamsters will come back," said Bryan Drapp, 19, a strike leader.

Over 800 Health Care Workers Get First Contract

After eight months of difficult negotiations, newly organized members of Youngstown Local 377 at St. Elizabeth Health Center have ratified a first contract. Members voted by secret ballot on the tentative agreement on April 29 and 30, and approved the agreement by an almost six to one margin.

Wages, Job Protections

The agreement provides wage increases at 90 cents to over \$2 an hour over three years, a three-year freeze on health care contribution rates for members, overtime pay after eight hours, union security and substantial job protection for members in the areas of subcontracting and reductions

in the work force.

Our congratulations to the 800 new Teamsters at St. Elizabeth Health Care and to Local 377.

Teamster Women's Conference June 12-14 • Cleveland

The Teamsters Human Rights Commission will host a Teamster Women's Conference at the Sheraton City Centre Hotel in Cleveland. The conference will begin on Friday, June 12 at 6 p.m. and close on Sunday, June 14 at 1 p.m. Besides speakers and main sessions, the conference will offer workshops on five tracks:

- Organizing the Unorganized
- Organizing for Political Action and Community Support
- Empowering Teamster Women for the New Millennium
- Organizing for Power on the Job
- Organizing for Stronger Contracts

All Teamster members are invited to attend. For more information, contact your local union or the Women's Conference Office at 202-624-8117. Deadline for registrations is May 29.



Members of the negotiating committee discuss proposed contract at ratification meeting.

Index

Freight News..... p. 3

UPS News pp. 4-5

Teamster Election..... pp. 6-7

TDU, Local Union News..... pp. 8-9

Off-the-Clock Work 10

Letters p. 11

How to Contact TDU

We want to hear from you. Contact us at the address below for more information about TDU, or to send us articles or letters concerning Teamster-related issues.

National Office: P.O. Box 10128, Detroit, Mich., 48210. Phone: (313) 842-2600. Fax: (313) 842-0227.

TDU can be contacted via e-mail at:

tdudetroit@igc.org

or on the World Wide Web at:

<http://www.igc.org/tdu/>

NY Office: 500 State St., 2nd floor, Brooklyn, N.Y. 11218 (718) 624-7746.

Atlanta Office: (404) 688-7115.

Copyright © 1998 by Teamsters for a Democratic Union. Contents may be reprinted by labor unions or rank and file organizations for use in the promotion of union democracy. Employers and all others may not use these materials without the specific, written permission of Teamsters for a Democratic Union. If material is used, its source, TDU Convo Dispatch, must be cited.

TDU International Steering Committee

Co-Chairs:

Dan Campbell, Fort Worth, Texas, Local 767
Joe Fahey, Watsonville, Calif., Local 912
Diana Kilmury, Vancouver, B.C., Local 155
Michael Sawoir, Kansas City, Mo., Local 41

Organizer:

Ken Paff, Detroit

Trustees:

Steve Baudo, Milwaukee Local 344
Bob Blanchet, San Jose, Calif., Local 287
Patricia Franks, Allentown, Pa., Local 773

Members:

Alex Adams, Cleveland Local 407
Gillian Furst, Minneapolis Local 1145
Homer Lambert, Chicago Local 743
Joyce Mims, Atlanta Local 728 spouse
Lucio Reyes, Stockton, Calif., Local 601
Michael Ruscigno, New York Local 802
Willie Smith, Columbus, Ohio Local 413

Alternates:

Dave Staiger, Detroit Local 243
Steve French, Portland, Ore., Local 206
Tom Sheibley, Brockton, Mass., Local 653

Who We Are

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers—every kind of Teamster, and spouses, too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 15-member International Steering Committee was elected in November 1997 for one year. Our Rank & File Convention had over 600 representatives present.

We are proud Teamsters standing up for our rights. TDU invites all Teamsters interested in defending our contracts and reforming our union to join us. We do reserve the right to exclude those who are opposed to TDU and its principles.

Rank & File Bill of Rights

I. DEMOCRATIC BY-LAWS. All business agents and stewards should be elected. Vacancies in office should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International VPs elected by regions. An end to trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent until proven guilty, right to remain on the job until final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for anything less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right, backed up by our union, to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT-HOUR DAY AND FIVE-DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four-day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25-and-out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he makes. No officer should make more than the highest paid working members in his jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for membership, and subject to membership approval.

IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the differences in age, race and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.

Update on Freight Supplements

As of early May, eastern supplements in Central Pennsylvania, Maryland, and the Carolinas were still being negotiated, after members rejected the proposed supplements in the April balloting. Hopefully members' concerns will be addressed and new proposals ready for membership ratification soon.

The Western road supplement was also rejected. We have not received any

reports of progress yet in addressing that situation.

Our union has taken a position that the NMFA is not officially ratified till all supplements have been approved by the members. This preserves our bargaining power, and says we stand for "an injury to one is an injury to all."

Airborne Bargaining

With the the NMFA in place, bar-

gaining will likely start in the summer for the Airborne addendum to the contract. Bargaining chairman George Cashman of Boston will convene a pre-bargaining meeting of officers and stewards to make plans.

There will be plenty to talk about: abuse of casuals, part-time labor, and expanding the reach of our union to all other Airborne facilities. Airborne Teamsters in the Bay Area have already circulated a petition with some important membership demands.

Brother Cashman, working with the National Freight Division, is aiming to ensure that Airborne members will have a chance to vote on the addendum.

TDU is interested from hearing from concerned Airborne Teamsters at each station across the country. It's time to get a network together and get the rank and file united and involved.

Preston, ANR

Preston Trucking is still balking at signing the NMFA. They claim they

want a separate wage addendum to the NMFA, a demand that our union should not agree to.

Preston has been under a profit-sharing wage reduction, under Article 6, Section 2. Those arrangements require a 75 percent vote of the affected Teamsters, and also require that management employees also take cuts (equality of sacrifice).

Article 6-2 allows flexibility, where 75 percent of the Teamster employees support it. That's as far as our union can go.

ANR, a midwest regional carrier, has also not signed on.

Nationsway

Nationsway has not signed the NMFA as of early May. Hopefully that will change soon. Reportedly management wants relief from dispatch procedures and work rules for their sleeper drivers. Work rules for team drivers need to be improved to make the job liveable, not lowered to make it even tougher on families!

Freight Lines

Assault and 'Hit List' at Buffalo Roadway.

A memo from Buffalo assistant terminal manager Bob Beck to supervisors is a reminder that production standards are alive and well at Big R.

Beck urges the supervisors to "pick 2" and then proceeds to list employees names and ratings for each one. "This program means FOCUS," Beck's memo states. "These are people who are disruptive, etc., but are good or bad performers. Piatek is a definite. You and your supervisors will be responsible for knowing who they are and taking corrective action on all areas."

One Buffalo dock supervisor, Jerry Manzella, apparently decided actions spoke louder than words when he took matters—and yard switcher Mike Harrison's neck—into his own hands. "I found Mr. Manzella on the back of Mr. Harrison's tractor with his upper torso in the cab and his hands around Mr. Harrison's neck and wrist," supervisor Alexander Glanville later reported in a memo to terminal manager Tom West.

Harrison has filed charges against Manzella, who is still working. Glanville, however, was summarily dismissed by Roadway after commenting in his report that the incident was due to a "lack of a cohesive and consistent policy from upper management defining and enforcing correct communication between supervisors and staff."

"Incidents of this nature are inevitable," Glanville concluded, driving home what Roadway Teamsters have known for a long time.

Cap on Pensions Unfair.

The new pension benefits in several funds of \$3,000 at 30-and-out and \$3,500 at 35-and-out are bumping into a piece of unfair legislation that needs to be changed. A federal law which is designed to prevent high-priced execs from getting excess pensions, caps pensions at average earnings. Some Teamsters are in danger of having their pensions limited.

The correction is not with the pension funds, but with the U.S. Congress. We need legislation to correct this problem. By our next issue, more info and what you can do to help will be available. That pension fund money belongs to Teamster members. It was bargained on our behalf, in lieu of wages.

Ohio Teamsters Petition Pension Fund.

Freight Teamsters in Ohio are circulating petitions to the Central States Pension Fund demanding that the fund issue a bulletin stating that the new benefits will be retroactively effective once the contract is officially ratified.

The new benefits, which include 30-and-out at \$3,000 and other big improvements, were originally bargained in the UPS contract last year, and then in freight.

The petition, circulated by the Cleveland Chapter of TDU, notes that last October the fund issued a bulletin guaranteeing retroactive benefit hikes to UPS Teamsters, and that freight Teamsters deserve the same.

While the NMFA contains a clause guaranteeing retroactivity, the pension funds are legally separate entities, jointly controlled by union and management trustees. In the case of the CSPF, the pro-Hoffa, old guard union trustees have been a rubber stamp for the employers.

More Union Wins at Overnite.

Teamsters recently scored organizing victories at small Overnite terminals in Tupelo, Miss., and Jonesboro, Ark. The drive to organize the 9,000 Overnite workers is moving forward.

We've already won at terminals with thousands of workers, and an NLRB judge recently ruled that the company must bargain with the union at four more: Bridgeton, Mo., Norfolk, Va., North Atlanta and Louisville. The decision also ordered the company to pay \$3 million in wage increases.

The fight to win a contract is difficult. Overnite is stonewalling at bargaining sessions. Only more victories will bring them around.

The future of the Teamster in freight depends on organizing. If your union has a volunteer organizing committee, get involved. If not, bring it up with your local or call the IBT Organizing Department at (202) 624-8718.

Master Freight Agreement Vote by Supplement

Area Supplement	Locals Voting	Master Yes	Master No	Supp. Yes	Supp. No	Master Yes %	Supp. Yes %	% of Turnout
Central Road	58	5,513	2,577	5,480	2,598	68	68	77
Central Cartage	76	13,342	4,443	13,203	4,346	75	74	62
Mich. Office	6	115	25	110	28	82	80	54
Iron & Steel	26	571	119	510	175	83	74	21
Carolina Automotive	4	106	56	57	105	65	35	68
Carolina Cartage	3	1,386	483	929	937	74	50	61
Carolina Road	5	730	247	486	487	75	50	75
Central Pa.	8	2,250	2,368	1,933	2,685	49	42	66
Western Pa.	8	446	372	558	265	55	68	64
Maryland-D.C.	5	546	418	370	549	57	40	56
New England	12	1,829	1,211	1,622	1,424	60	53	59
N.Y. - N.J.	10	1,888	1,872	2,413	1,342	50	64	43
N. New England	3	321	61	292	90	84	76	72
Philadelphia	9	839	594	805	634	59	56	57
Upstate New York	11	1,432	407	1,346	487	78	73	59
Virginia	5	574	85	548	111	87	83	74
West Virginia	1	94	10	94	10	90	90	80
Southern Office	17	497	12	493	16	98	97	69
Southern Garage	9	537	72	470	137	88	77	76
Southern Road	21	3,267	752	2,870	1,204	81	70	67
Southern Cartage	29	7,777	933	7,667	1,052	89	88	54
Joint Council 7	8	342	977	671	647	26	51	36
Western Automotive	10	171	121	151	140	59	52	62
Western Office	14	423	139	354	204	75	63	46
Western Road	22	1,221	1,224	917	1,532	50	37	67
Western P&D	34	4,552	2,167	3,782	2,947	68	56	49
TOTAL	416	50,769	21,735	48,130	24,352	70	66	58

UPS Profits Dip Due to Strike

The UPS Report to Shareholders for 1997 has two lessons for Teamsters. First, UPS can afford the new contract, including the 10,000 newly created full-time jobs they owe us. Second, their international operations are finally about to turn the corner to make money.

The report notes that financial results for the year suffered as a result of our strike. Although total revenues were up very slightly to \$22.46 billion, after-tax profits slipped from \$1.15 billion to only \$909 million.

Any fears that the strike would damage the company in ways that would hurt the employees were groundless. And there is every reason to expect record profits in 1998. It is now completely clear that UPS could well afford to sign a decent contract.

It is certainly true that UPS profits took a beating during the two week strike. But, with the strike settled, profits roared back in the October-December 1997 quarter to \$351 million, even though delivery volume had not yet recovered to pre-strike levels.

Remote Delivery

Need Or Greed?

Printed below are excerpts from a bulletin published by Teamsters Joint Council 40 (Western Pennsylvania). It addresses a growing problem for all UPS Teamsters—remote delivery.

Remote delivery or package diversion are the new buzz words spewing from management's mouths. Each day hundreds of stops in each UPS center sit idle, undelivered. This new system ... has caused extreme hardship to most Regular Temporary Drivers throughout our district. The local unions are also reporting the practice has grown in some cases to effect the full time package driver. ...

You will notice a trend starting. A few years ago UPS wanted a customer sensitive driver. We were told to take care of the customer needs. Take care of their issues. Answer their questions.

Drivers Beware

Michael Savwoir
Local 41, Feeder Driver
Kansas City

UPS's May 4 proposal to guarantee ground service delivery is a very commendable service feature. This enhancement will certainly challenge both labor and management to work together to keep this "first-in-the-industry" commitment to service. It will also challenge our competitors to raise to our standards rather than we (UPS), dropping to theirs (the competition), as we have so often seen.

Yet, those of us who have seen hundreds of drivers coerced or intimidated into paying for packages or C.O.D.s that were lost or damaged as part of the cost of doing business, wonder ... whose cost will this really be?

Any fears that the strike would damage the company in ways that would hurt the employees were groundless. And there is every reason to expect record profits in 1998. It is now completely clear that UPS could well afford to sign a decent contract.

International Operations Looking Up

The other UPS financial news is that after years of staggering losses in its international operations, the losses last year fell to only \$6 million. This is after losing \$201 million in 1996 and even more in 1995. In fact UPS has poured many hundreds of millions of dollars down what has thus far been the rat hole ambition of becoming the dominant world-wide delivery service.

UPS's dream of course is for this plan to pay off big time in the future. This dream is financed year after year on the backs of U.S. UPS workers who continue to generate enormous domestic profits that are more than sufficient to offset the foreign losses. But the payoff, when it comes, will not be for U.S. UPS workers, but rather for the owners of the company. And almost all of UPS is owned by its current and retired top management.

UPS now allows non-management employees to own UPS stock, a

privilege previously reserved only for management. And owners of UPS stock do well on their holdings. The profit rate on equity—the fundamental measure of how well a company does for its owners—was 14.9 percent in 1997, down from 19.4 percent in 1996, but still quite nice. (The relevant comparison is what you can earn on your savings in a bank.)

Less than 89,000 of the over 331,000 UPS employees own any UPS stock at all, and most own very few shares. Except for a small number at the top of management, the income of UPS employees is almost entirely wages, not profits from stock shares.

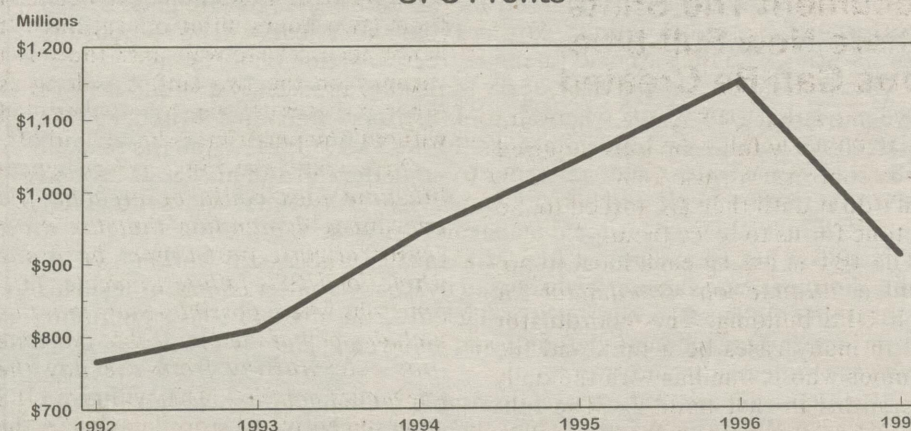
Major Stock Holders Doing Fine

It's not easy to sort out the individual UPS stock holdings of the top

managers but, for example, CEO Jim Kelly was the "beneficial owner" exercising "sole voting or investment power" of 189,974 shares as of Jan. 31, 1998. (Kelly "participates in the voting or investment power" of an additional 25,361,490 shares.)

What are these shares worth? As of Feb. 26, 1998, UPS was willing to buy back its own shares for \$30.75 a share. At this price, the 189,974 shares Kelly controls all by himself were worth nearly \$6 million. And, in 1997 UPS stock paid dividends of \$.70 per share. This was nearly \$140,000 cash income for Kelly, on top of his salary of \$717,500 (a 24.7 percent raise) and bonus of \$182,260. And CEO Kelly is by no means the biggest shareholder. Former CEO John W. Rogers holds 457,604 shares worth over \$14 million.

UPS Profits



Local 391 Officers Focus on Salary Increases

North Carolina UPSers Beat Back Attacks

Several firings in North Carolina show the extent to which UPS is willing to go to retaliate against members for the 1997 contract victory. Member action has stopped some of the attacks for the time being, but recent events have left many members wondering why Local 391 officers are unwilling to take a strong stand against UPS abuse.

UPS's first attack was aimed at six Greensboro package car drivers. For years the drivers took their lunch together at a certain restaurant. Management knew about the practice—in fact, they would have customers meet drivers at the lunch stop to drop off packages.

UPS's acceptance of the past practice changed suddenly. Manager David Lamb demanded to know why they were eating together and promptly fired all six, including a 24-year steward. Lamb's attack came on the heels of a Local 391 UPS craft meeting attended by 74 drivers.

"During the contract fight, our local officials failed to keep members informed and worked to undermine the contract campaign," one Local 391 UPS member stated. "Now they are letting UPS run roughshod over members. We need aggressive, forward-looking leadership in this local and we just haven't got it."

UPS tried to divide the drivers by

offering the steward a suspension while firing the others. He refused the deal, all six stuck together and won back their jobs with backpay.

Management's next target was a Winston-Salem part-timer. His crime: going to the bathroom after finishing a trailer. When Local 391 BA Claude Gray failed to respond promptly to requests for help, members took action by contacting the local media. Favorable newspaper articles, along with membership pressure, finally got a response and the part-timer was returned to work.

UPS' rampage has also resulted in a 60-day suspension for a steward in one case, and the discharge of a mechanic and a feeder driver in another case when they revealed a secret camera hidden in the ceiling of a feeder office.

What's Local 391's priority? While members are under attack they are moving ahead with votes in May on 2.5 percent salary increases for officers and agents.

UPS is on the move nationally to undermine our contract. Local 391 members are showing that we can fight back. But to make real progress we need the unity that comes from strong leadership from the international and aggressive representation from our locals. It's time to build a campaign for strong leadership in Local 391.

Hall Plans Contract Enforcement Strategy

"Last summer we got the members involved, we got public support, and we won a victory that made every Teamster feel proud. But UPS didn't just roll over. Now we need the same kind of member involvement and teamwork to get the 10,000 full-time jobs, to stop subcontracting, to stop the violation of over-70 language, and to enforce innocent until proven guilty. It starts with members working with locals to file grievances and getting into UPS' pockets—the only thing this company really understands."

With these words Ken Hall made it clear what we have to do to enforce the UPS Agreement. In the first of four regional meetings with UPS business agents, the IBT Parcel and Small Package Division Director outlined various ways that members can turn our 1997 strike victory into a reality.

Document The Shifts Where New Full-time Jobs Can Be Created

We know that UPS can easily create the 10,000 new full-time jobs required by the contract. We also know that UPS won't do it until they are forced to. So it's time for us to force them.

The IBT is asking each local to appoint a full-time jobs coordinator for each UPS building. This coordinator will in many cases be a rank and file member who is familiar with the daily operations in that building. The full-time jobs coordinator will collect information from stewards and members on each shift to demonstrate where full-time jobs could be created. Remember, the contract says that UPS will reschedule part-timers to create new full-time jobs wherever possible. It's up to rank and file members to show the full-time jobs coordinators where it is possible to create full-time jobs.

In some locals it will be necessary to put the heat on the officials to get them to appoint full-time jobs coordinators. If your local refuses, select your own coordinator for each building.

Next, find out which part-timers are regularly working eight or more hours a day. If part-timers are working eight hours consistently for more than several weeks, even if it is not the same part-timers each day, UPS has demonstrated that it is possible to create a full-time job. Get this information to the full-time jobs coordinator, who should ask a steward, business agent, or the highest seniority part-timers who want full-time jobs, to file a

grievance.

Then, find out where part-time shifts are overlapping or close to overlapping. Collect information to show how many eight-hour jobs could be created by combining jobs. (Stewards and BAs have a right to collect this information from UPS' Weekly Operations Reports. File grievances and NLRB charges if UPS delays giving this information by more than a week. If UPS keeps delaying, collect the information directly from part-timers. TDU has "Weekly Hours Sheets" for collecting this information and "Full-time Jobs Charts" for summarizing it. Check your supplement, and file a grievance demanding that these jobs be awarded to the most senior part-timers who want them.

Two part-time shifts may be combined to create an eight-hour job with no more than a one-hour gap between them (two hours in air operations). It is not necessary to wait until there is a vacancy on the two shifts, as long as other part-timers can be rescheduled without any part-timers being laid off.

Once you have documented where full-time jobs could be created, file grievances demanding that the most senior eligible part-timers be made whole for UPS's failure to create full-time jobs where possible. State that this includes pay at the applicable full-time jobs rate starting from the day the grievances are filed. This will give UPS some incentive to stop delaying in the creation of these jobs.

Preserving and Increasing Feeder Jobs

Stopping Subcontracting

Except for a 30-day period while UPS trains new drivers or acquires equipment for a new Custom Contract with a large shipper, subcontracting is not permitted outside of peak season. Sleeper team runs are being created, but are permitted only after the local union agrees that a sleeper team is not taking away regular feeder work.

Enforcing Milage Language

There are no mileage turns permitted by the contract. Period. UPS may claim that they want mileage turns to take work off the rails and give it to UPS feeder drivers. But UPS spokesman Dave Murray has made it clear that the real reason they want mileage turns is that mileage drivers go further and faster — by violating the speed limit

and cutting out breaks. If UPS got mileage turns they would use them to reduce the number of feeder drivers, not increase them. Ken Hall has put UPS on notice that implementing mileage turns represents a failure to pay according to the established wage rates (since there is no category of mileage turns), and is therefore a strikeable issue.

Seminars for Rank and Filers on UPS Contract Enforcement

The IBT will be holding contract en-

'If I'd have known you were coming I'd have baked a cake'

77% Say No to Budweiser

In Baldwinsville, N.Y. Local 1149, workers began bringing "Vote No" cakes into the lunchroom. When they realized it was agitating management, they continued to bring a new one in every day. Finally they brought in a cake that said "Out the Gate in '98." This sent management into a frenzy. They stole the cake. The cake's owner called the police. Anheuser-Busch security refused to allow the police onto the premises. Now whenever management enters the lunchroom, they are greeted with rousing renditions of, "If I'd have known you were coming I'd have baked a cake."

Anheuser-Busch Teamsters have overwhelmingly rejected the company's "last, best, final offer" by a 5,447 to 1,652 vote. Previous to this vote, the rank and file gave the union strike authorization by a ten-to-one margin.

The company's offer is primarily designed to allow the elimination of hundreds of full-time jobs. While Anheuser-Busch has made profits of over a billion dollars a year with a very productive workforce that accounts for a small part of their budget, they seem to view the union as a major impediment to their future plans.

forcement seminars for stewards after the four meetings for UPS BAs are finished in late May. Contact your local to find out if a seminar has been scheduled for your region. If it hasn't, or if your local doesn't know, ask them to contact the IBT to see what can be scheduled.

TRF, the educational arm of TDU, is also conducting UPS contract enforcement training sessions. If there are no UPS stewards seminars happening in your area, contact the TDU office to see about setting up a rank and file enforcement seminar.

And A-B is playing hardball. They have made it clear that in the event of a strike they plan to try to operate. Internal management memos instruct supervisors on how to recruit employees to scab. These memos are then leaked to the rank and file in order to scare them.

As Convoy goes to press, post-contract rejection meetings with management are about to begin; but, according to Anheuser-Busch management, only to "clarify" their "last, best, final" offer. A-B management insists renegotiations are not an option. Management pretends, at least to the press, that the workers overwhelming rejection of their intentions to continue cutting full-time jobs is just a "misunderstanding" of their "generous offer." The union committee plans to be asking some very hard questions.

If Anheuser-Busch management forces a strike, the beginning of summer, when product demand is at its peak, would be the most effective time. In the meantime the union is willing to meet with A-B as often as necessary to bring them to their senses. At the same time the union is continuing with its rank and file contract campaign.

El Paso Members Petition for Own Local

Hector R. Torres
Local 745, UPS
El Paso, Texas

Most of the 1,200 Teamsters in El Paso, Texas are mad as hell and doing something about it. We are petitioning right now for our own local union. We intend to get it, and build it into a strong one.

We are presently in Local 745, based in Dallas, some 600 miles from here. This union is wilting in El Paso due to neglect. We are tired of getting left over that Dallas throws at us. We want to elect our own leaders here.

On April 18 the members spoke out loud and clear. We asked the Dallas leaders to reconsider their hiring of Jim Barlow and Frank Martinez. When Debra Haddock, the Dallas Office Manager, spoke of the great job these two men had done in

the past the meeting broke up into uproarious laughter. We didn't realize she was serious. The members were promised prior to the election that these men would not be hired, but evidently that was just said to win votes.

We asked that these two men be removed from the meeting, and when that did not happen we started to leave in droves. Prior to the walkout we made our views known.

We are now going to remedy this situation. We are petitioning for a secret ballot vote, under Article XVII of the Teamster Constitution. We are confident we will get a majority of signatures, and that our International Executive Board will then authorize a vote on allowing us to have a local of our own. We will then be able to build a strong and proud Teamsters union in El Paso.



FIRED STRIKER CONTINUES BATTLE FOR JOB. Buffalo, N.Y., feeder driver Bob Stanton (above left) receives a check from steward Bill Bagley. Local 449 members have opened their hearts and their wallets to raise over \$2,200 to help Stanton during this difficult time. Stanton was wrongly accused of hitting a UPS manager. His case lost at the panel, despite evidence (not all of which was presented) from area police that the incident did not happen. Bob is continuing the fight through the EEOC.

Hoffa's Lying, Thieving, and Scheming Tactics

Election Officer's Investigation Uncovered Massive Violations

The Hoffa Campaign lied, schemed, and hired thieves, according to a 125-page decision that reports on the Election Officer's investigation of Junior Hoffa and his cronies.

Here are some of the violations uncovered.

Lying Under Oath

Hoffa lied under oath to the Election Officer to try to cover up the fact that he personally ordered changes in financial records to hide the real source of his campaign funds.

Instead of reporting a \$1,000 contribution from former Teamster General President William McCarthy, as required by the election rules, the Election Officer found evidence that Hoffa crossed McCarthy's name off of an itemized list of contributors. (McCarthy left office under a cloud of scandal over a million dollar scam to

award the printing contract for the *Teamster* magazine to his son-in-law.)

When the Election Officer asked Hoffa about the preparation of the reports and his omission of the McCarthy contribution, he found that Hoffa's testimony "was not complete or accurate."

In all, the Election Officer found that at least 194 individual contributions of more than \$100, totaling \$43,868,80 were not disclosed.

Accepting a \$167,675 Employer Contribution

Hoffa accepted at least \$167,675 in illegal employer contributions from his top campaign aide, Rich Leebove, and his company, RL Communications. The Election Officer found that Leebove and his

company "grossly underestimated or deliberately concealed the time spent working for the Hoffa Campaign" and that "...leaders of the Hoffa Campaign knew the large amount of work performed by Mr. Leebove, and should have known his fees were unreasonably low."

Leebove participated in virtually every activity of Hoffa's national campaign - various Hoffa aides called him the "poison pen," "dirty trickster," and "brains of the operation." But he only billed Hoffa \$17,650 over a three-year period for all the work performed by he and an employee. At the same time, Leebove was paid for communications services by several Teamster locals supporting Hoffa, including payments totaling \$240,000 from Local 337, headed by Hoffa's boss, Larry Brennan.

The Election Officer found that Leebove often campaigned for Hoffa when he was purportedly doing legitimate business for local

unions—paid for by members' dues. Evidence also strongly suggests that Leebove was receiving payments from agents of American Income Life Insurance Company ("AILI") to subsidize his work on the Hoffa campaign.

The Election Officer barred Leebove from doing any work for or against any candidate throughout the period of the election and fined the Hoffa campaign \$16,767 for accepting Leebove's services.

Laundering Payments to a Convicted Felon

The Hoffa Campaign hired a convicted felon, Kevin Currie, to campaign in New York. But instead of paying Currie, who was convicted of grand larceny, they funneled payments to him through his wife. The Election Officer ordered the Hoffa and O'Donnell Campaigns to pay a \$20,184 fine for falsely reporting the salary. (Tom O'Donnell is a Hoffa Slate candidate for International Vice President.)

Missing: Hoffa Campaign Financial Records

Hoffa is claiming he was "cleared" by the Election Officer's investigation, but in fact, the Election Officer stated that he could not validate that even a large portion of Hoffa's \$2 million in unitemized contributions were legal because his campaign didn't keep detailed records.

Campaign rules in 1996 didn't require candidates to report contributions of \$100 or less. But the Election Officer's report reveals a troubling series of missing bank records, campaign financial reports that were not filed, and several uncooperative witnesses in the Hoffa camp.

When the Election Officer subpoenaed bank records for the Hoffa Support Team (\$125,000 in unitemized contributions) the Teamsters Credit Union in Detroit said records regarding the amount of cash deposits into the account were missing.

The Hogan Campaign (\$325,944 in unitemized contributions) couldn't produce complete financial records, such as bank statements and canceled checks, for large chunks of time during the campaign. Hogan, remember, is the man who hired a shredding company to destroy documents prior to an International

Union trusteeship of Local 714, when he headed that local.

The Wsol Campaign (\$49,446 in unitemized contributions) had filed no Campaign Contribution and Expense Report (CCER) for the first quarter of 1996, and campaign records for that time period were not complete. The CCERs that were filed didn't jibe with notes in a journal kept by the Wsol campaign. Financial records for the Glanton Campaign (\$8,063.44 in unitemized contributions) weren't available during that time period either.

The T.C. Stone Campaign (\$96,606 in unitemized contributions) claimed to take in a whopping \$53,258 at a single rally. But the Election Officer reported an almost complete lack of evidence of whether or not any of the contributions were lawful.

T.C. Stone managed to avoid testifying before the Election Officer because he supposedly has adopted an "itinerant lifestyle" since he got kicked out of the union when he got caught funneling \$35,000 in union money into his campaign. Three pensions and an itinerant lifestyle? Please!

Information came from the Election Officer's ruling on PR-035-EOH (Post-47-EOH), pages 20-52.

Level Playing Field?

Why Double Standard for Hoffa?

The Election Officer found that Hoffa lied under oath, filed false reports to cover up shady donations, received \$167,000 in employer donations, lied about hiring a convicted felon, and mysteriously lost key financial records.

But the Election Officer did not disqualify Hoffa from running. Teamster members across the country are angered by this double standard. And they have appealed the decision to the Elections Appeals Master.

Why the double standard? The May 11 *Business Week* magazine

gives the answer in a headline on page 4. It calls Hoffa "A union leader the GOP could love." Indeed the most anti-labor wing of the Republican Party has adopted Hoffa as their hope to make the labor movement a lap dog, not a watch dog.

That political pressure has an effect on what should be impartial decisions. But the real answer will come not from judges and politicians, but from working Teamsters. In September, we'll vote for a Teamster that stands up to employers and politicians, not for their lap dog.

Order Convoy Dispatch by the Bundle

Convoy Dispatch is not only one of our best recruitment tools, it is a great way to inform other Teamsters about the issues in the upcoming election. Get a bundle to distribute to your co-workers, at other work sites, or to Teamsters you meet on the road.

Prices per issue are:

☐ \$3 for 10 ☐ \$5 for 20 ☐ \$8 for 50 ☐ \$12 for 100

Send your order to TDU, P.O. Box 10128, Detroit, Mich. 48210.

Be sure to include your full address and local union number.

Brennan's Embezzlement Scheme

How Hoffa's Boss Rigged an Election

It looks like James Hoffa's boss, Larry Brennan, is going down for skimming \$35,000 in union funds to rig an election.

Brennan, the president of Detroit Local 337 and Joint Council 43, is not only Hoffa's boss (Hoffa is his

administrative assistant), but his life-long pal. Their dads were indicted together for taking pay-offs from carhaul employers.

The two juniors learned rackets well. Here's what Election Officer Michael Cherkasky reports:

Brennan gave 14 officials in Local 337 a bonus in November, 1996, of \$2,500 apiece. "All of the checks were turned over to Colonel Meyers, an executive officer of Local 337, and cashed by him at a Dearborn bank on November 26, 1996. Mr. Meyer testified that he then gave the cash to Carlo Scalf."

Cherkasky also reports that "Scalf ... is a long-time supporter of Mr. Hoffa. Mr. Scalf ran a number of fundraising events for Mr. Hoffa." Scalf claims the money skimmed

from the union treasury was used to re-elect Brennan, who faced a strong challenge from TDUers and other rank and file Teamsters.

Cherkasky has referred the investigation to the I.R.B.

Hoffa has no comment on how the fact that his mentor and his long-time fundraiser stole the members' money for their own power.

(All information here taken from the report of Election Officer Michael Cherkasky on Hoffa's fundraising, pages 53-54.)

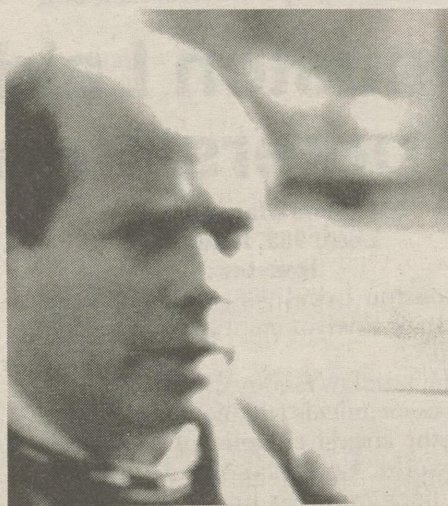
Leebove Disqualified

When Hoffa spokesman Richard Leebowe was disqualified from participating in the IBT election for engineering an illegal money-swap scheme for Hoffa, no one was surprised.

He's been involved in such scams for two decades. Back in 1978 he was writing nutty stuff like that Teamster reformers were controled by a "London-Wall Street-Rockefellers-Kennedys conspiracy" and carrying out threats and dirty tricks.

He was in the pay of convicted felon Lyndon LaRouche at that time. Because of his campaign of lies against Teamster reform, he was hired by Larry Brennan and Hoffa Junior in Detroit. In addition to attacking reformers, his job was also to defend mobsters like Tony Provenzano, who was convicted of murdering a Teamster steward who spoke out.

They put him to work in charge of BLAST, a goon squad that was identified in the report of the President's Commission on Organized Crime as engaged in violence and intimidation against rank and file



Richard Leebowe, identified in the Election Officer's report as the "brains behind the (Hoffa) operation," was disqualified for illegally contributing \$167,675 in a money-swap scheme.

Teamsters. Leebowe's dirty tricks are also described in the book *Lyndon LaRouche and the New American Fascism*.

Violence against Teamsters, dirty tricks against reformers, PR for mobbed up officials. That's what the "brains" behind Hoffa is all about.

Bye-bye to Riley, Salmeron

Hoffa's Running Mate Disqualified

Hoffa's main man in the western states, Michael "Hollywood Mike" Riley, is preparing to exit the Teamsters. So is Riley's office manager, Mary Lou Salmeron, who has been disqualified by the Election Officer to run on the Hoffa Slate.

Riley and Salmeron were caught coercing the employees of Los Angeles Local 986 into donating massive sums to the Hoffa campaign. They handed out raises, and at the same meeting told the employees that "in order to get the raise, you are going to have to contribute" to the Hoffa and Salmeron campaign.

And contribute they did. The BAs and clericals contributed a whopping

\$46,361 to the Hoffa and Salmeron campaigns. They had to, because they feared they would be blacklisted.

Now the Independent Review Board is investigating. Riley and Salmeron will likely face charges.

What a Future with Hoffa Would Bring

Teamster members can see what will happen if Hoffa and his allies win: blacklisting for members who choose not to support them.

(Details of the coercion scheme are found in EO decision PR-056. Contact TDU for a copy. Free to TDU members, others please enclose donation.)

Member to Member Campaign Takes Root

By forming committees, recruiting volunteers, reaching out to new supporters, distributing literature, fundraising, and planning events, Teamster members are gearing up Ken Hall campaigns in their areas.

Teamsters in St. Louis, Mo., set strategy and shared ideas for getting more members involved at a Ken Hall Campaign Workshop held in conjunction with a Gateway TDU Chapter meeting last month.

Members in Minneapolis have formed a campaign committee and have begun to plan for a Ken Hall visit and fundraiser in their area.

Members of the Cleveland TDU Chapter have formed a T-Shirt Committee to sell Ken Hall Campaign paraphernalia.

International VP and TDU Co-Chair Diana Kilmury was the featured speaker at a Ken Hall campaign rally with Teamster members in Seattle.

JOIN TDU

"I joined TDU because TDU cares about members and their problems. At IBP we're anxious to know our rights. TDU has been there to teach us our rights, and how to organize to make them count."

Margarita Chavez
Local 556, Iowa Beef Processing (IBP)
Pasco, Wash.



TDU MEMBERSHIP APPLICATION

Name _____ Local _____

Address _____

City _____ State _____ Zip _____

Phone (____) _____ Company _____

☐ City ☐ Road ☐ Dock ☐ Clerical ☐ Warehouse ☐ Construction ☐ Production

other _____

___ \$35 one-year membership & subscription to *Convoy Dispatch*.

___ \$85 three-year membership fee. (\$10 shall be rebated to the local chapter)

___ \$20 for spouses, and Teamsters who gross less than \$17,000 a year.

___ \$20 for retirees. Retired from Local _____

Check or money order

Mastercard/Visa # _____ Exp. date ____/____/____

Date _____ Signature _____

Return to: TDU, P.O. Box 10128, Detroit, Mich. 48210

TDU membership is kept confidential from employers. TDU solicits and accepts membership applications and donations only from Teamsters, retired Teamsters and spouses who are not employers.

Time to Take Out the Trash!

L.A. Sanitation Workers Organize for a Better Future

Tired of settling for garbage, wastehaulers in Los Angeles County are organizing for a better contract.

Local 396 represents 3,200 members in the private sanitation business, including nearly 2,500 at some 100 locations in Los Angeles County, including employees at USA Waste, BFI and Waste Management.

Southern California wastehaulers are dramatically underpaid compared to other workers in the industry.

This wage gap reflects the uneven development of the labor movement in California, where unions have always been stronger in the northern part of the state—and it reflects discrimination. The majority of wastehaulers in Southern California are Hispanic, many of them immigrants.

Fed up with second class treatment,

these Teamsters are organizing for a better contract and a stronger union. The movement began with USA Waste employees in Corona, who are the lowest paid of all Southern California Teamster wastehaulers.

The members from Corona are the only Teamsters whose contract expires in the spring (the rest have a common expiration date of Sept. 30) and they make \$1.78 per hour less than members doing the same work at the five other USA Waste facilities.

Rank and File Committee

Members from Corona organized a committee of rank and file members to push for a better contract and for rank and file representation at the bargaining table.

They won the right to have members

on the bargaining team for the first time. Now they are pushing for wage parity with the other USA Waste sites and a master contract for the private sanitation industry, among other demands.

After they voted overwhelmingly to reject the company's offer, International Vice President Ken Mee stepped in at the invitation of the local to help with negotiations.

Members at other sites have begun organizing in preparation for their own

negotiations this fall. They recently came together at a picnic sponsored by the Southern California TDU chapter. They talked about the upcoming negotiations, met a candidate for congress, and learned about the campaign against Proposition 226—a referendum that is trying to gag unions and stop them from speaking out on political issues that affect working people.

The next event is a TDU workshop on "Organizing for a Good Contract" on May 17.

Houston Laidlaw Workers Turn to Public

Tim Mardis
Local 988, Laidlaw
Houston

Houston Local 988 workers struck Laidlaw Environmental Services on April 7.

The Laidlaw facility disposes of hazardous chemicals and biological waste. It is the largest complex of its kind in the world. Local 988 members there had been working under a previous contract that expired on April 1, 1995. After three years of Labor Board disputes and less than good-faith bargaining from the company, their patience was exhausted. Laidlaw's final offer included major concessions: a \$90 per month co-pay without a maintenance clause and no compensation for the three years worked without a contract.

Scabs Fail Safety Test

With skilled union workers on the picket line (for the first time in almost 30 years), Laidlaw tried to operate with a skeleton crew of supervisors and scab contractors. The result was several major spills, a fire, and a collision between a bin truck carrying hazardous waste and a train.

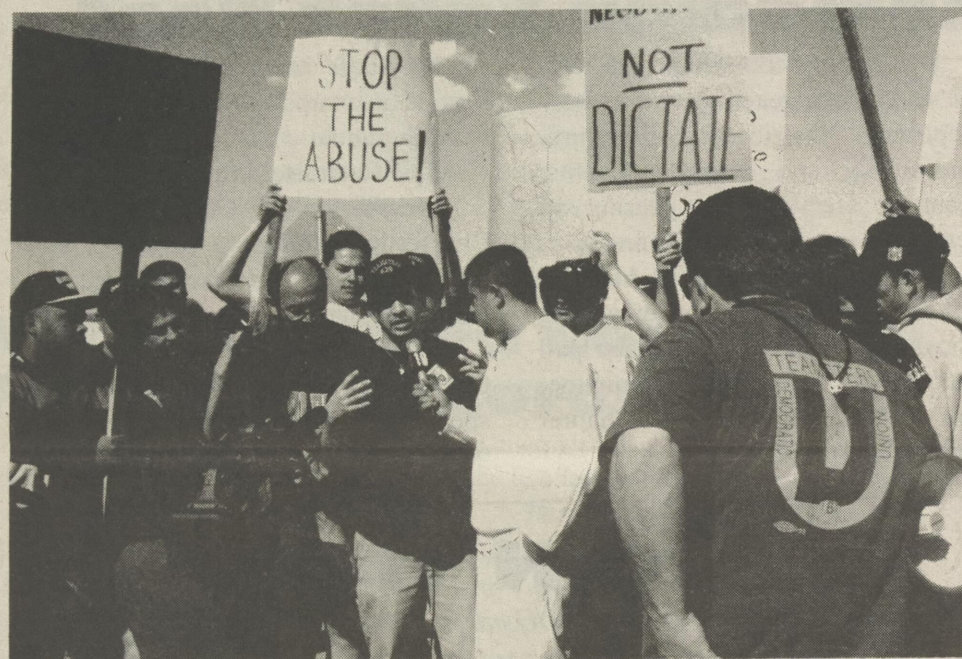
It was clear that Houston's environment was in danger. The union took this message to community leaders, government officials and the media.

U.S. Representatives Ken Bentsen and Gene Greene responded. Bentsen urged in a public statement "that striking employees return to work and the company resume contract negotiations so long as the plant continues to operate." He also urged the Environmental Protection Agency and the Texas Natural Resources Conservation Commission to investigate possible violations at the plant.

Strikers returned to work on April 17, prepared, as always, to bargain in good faith. The battle has been taken to the public.

You Can Help

Laidlaw workers need the support of Teamsters, members of other unions and others. Call or write Laidlaw Environmental Services, 2027 Battleground Rd., Deer Park, Texas, 77536 (281) 930-2435 or Laidlaw, 1301 Gervais St. suite 300, Columbia, S.C. 29201 (803) 933-4233 and encourage Laidlaw to bargain a fair contract.



Safeway Teamsters Rally Against Speedup

Fed up with impossible production quotas and unsafe working conditions, over 200 Teamsters from Local 439 held a protest rally outside the Summit Logistics warehouse in Tracy, Calif..

"We're trying to get a message across to this company that we want fair working conditions and a production standard we can live by," said worker Sam Rosas. "We're not willing to compromise our health or have any more of our co-workers hospitalized by pressure to meet this impossible standard."

Injuries Skyrocket

The company, which services Safeway supermarkets in the western United States, recently brought in consultants and implemented an 18 percent production speedup. Since then, injuries have skyrocketed, and some workers unable to meet the new standards have been suspended or fired.

"They keep us running and running and running to try and meet their standards, but it isn't attainable," said Javier Zesati, who works in the grocery division.

Greg Bockman blames a serious in-

jury he suffered on the speedup. "I had to have 60 stitches to my lower abdomen. The doctor said a centimeter lower and my penis could have been removed in that accident."

Local Union Leadership Lacking

On top of problems with the company, workers are frustrated with their local leadership too. Local 439 members narrowly approved a contract with Summit last October, but many felt they were sold short, and that the local leadership undermined workers' efforts to fight for a good contract.

Local 439 leaders don't seem too troubled by the current speedup either. When members raised concerns about it, Secretary-Treasurer Pat Miraglio just told them to file a grievance, and warned that they would probably lose in front of an arbitrator. Local 439 officials were nowhere to be found at the rally.

With the rally behind them, Summit workers' fight against speedup is gathering steam. "This is a volcano that is ready to erupt," said Ed Speckman, a shop steward at Summit.

Iowa Beef Workers Win Right to Elect Stewards

Last fall Pasco, Wash., Local 556 Secretary-Treasurer John Carter rejected a petition by 500 Iowa Beef Packing (IBP) workers calling for the removal of their appointed chief shop steward.

Members didn't give up, they got even. Last month they trounced Carter 257-0 in a vote to amend the Local 556 bylaws to provide for the election of all stewards and chief stewards.

As we go to press members are casting their ballots in the first chief shop steward election ever at the IBP plant. TDU member Maria Martinez is the heavy favorite.

The overwhelming bylaws vote was all the more impressive because the union hall is in Walla Walla, Wash., 30 to 45 minutes away from where the majority of IBP workers live.

First Test of Member Network

The bylaws campaign was the first

test of the IBP member-to-member network. Volunteers from each line and shift at the plant distributed flyers urging members to attend the union meeting and vote for the bylaws change. The 257-0 vote reflects only those members who could fit inside the union hall—more waited outside.

The network also held a sticker day when members throughout the plant wore stickers proclaiming "I'll vote for a stronger union. Vote Yes!"

Because a large percentage of the workforce is Hispanic, the network publishes all its materials in both Spanish and English.

More than a dozen network volunteers have joined TDU.

"I joined TDU because I want better treatment and I want to learn my rights and enforce them," said Melquiades Pereyra. "That way I can help my co-workers and fight for better representation from my local."

TDU ON THE MOVE

Gearing up the Ken Hall campaign. Developing strategies for enforcing the gains won in the new UPS contract. Fighting for reform in our local union. Across the country, TDU is on the move ...

Baltimore/D.C.

Hall Campaign Aide Meets with TDU Chapter

Ken Hall campaign staffer Steve Trossman met with Baltimore/D.C. TDU members on April 18 to talk about the upcoming IBT election and the Hall slate's plans to put together a grassroots campaign to beat Junior Hoffa.

Members left the meeting with a plan to recruit key contact people in each local, making campaign plans for individual locals, and then get back together to make an area-wide coordinated plan.

"The goal is to build a member-to-member network that covers every worksite in the area," said Local 730 Secretary-Treasurer Kathleen Henry.

Members recently received the good news that the International General Executive Board has upheld last year's election of the "Members for a Better Union" slate in Local 730.

Under the new leadership, including TDU members Rick Dade (president) and Kathleen Henry (secretary-treasurer), Local 730 is involving the members, fighting for better contracts, conducting shop steward training, and backing the Teamster reform movement.

Buffalo, N.Y.

Building TDU and the Reform Campaign

On April 1 50 freight and UPS Teamsters packed a meeting hall in Buffalo, N.Y., to get an update on the IBT election and talk about getting the Ken Hall campaign going in their area.

Chapter members also used the meeting as an introduction to their co-workers about what TDU is all about. Members seemed to like what they heard—16 joined TDU on the spot.

TDU has been gathering steam in Buffalo since a reform slate narrowly lost an election bid last fall in Local 449. Since then, members won a post-election protest that put a reformer in office as the local's vice president.

"TDU is growing here because the way our officers are running our local, the members know we need to be organized if we're going to get solutions to our problems," said Local 449 member John Thom.

As for this summer's election, "Our

Attend Your Local Union Meetings!

local officers are backing Hoffa, but Buffalo is a reform town," Thom said. "The rank and file are for Ken Hall all the way."

Cleveland

Speaking Out for Reform at Local Union Meetings

Your local officers want to raise their bloated salaries ... a proposal meeting for a key contract is coming up ... a vote is scheduled on amending your local's bylaws.

For the reform voice to be heard and to carry the day, you've got to turn people out to your local union meeting and they've got to speak up. What's the most effective way to make that happen?

Nearly 50 Teamsters debated just that at a workshop sponsored by the Cleveland TDU chapter on "Building Turnout and Speaking Out at Local Union Meetings" on April 20.

The workshop helped the chapter build turnout for an upcoming Local 407 meeting where members voted on a salary increase for local officers. The officers snuck the raises past the membership at an earlier meeting under cover of the members' approval of the previous meeting's minutes. The Ethical Practices Committee ordered a revote.

This time around a voice vote on the issue was too close to call. Local 407 officers refused to conduct a secret ballot vote, forcing members to stand for a division of the house. The raises were narrowly approved 200-185.

"We may have lost the vote, but I'm proud of our guys. We stood up and were counted," said TDU leader Alex Adams.

Jonesboro, Ark.

Don't Break Our Backs

Around 30 UPS Teamsters attended a TDU workshop on April 25 and left with some concrete plans to take back to work.

The new article in the UPS contract contains language on handling of over-70 pound packages. Members learned in the workshop the way UPS was handling over-70s in their center directly violates language prohibiting co-mingling of packages on conveyors. The week after the workshop the stewards and members went to management asking them to change the way they were handling overweights to prevent co-mingling. Management agreed to implement a secondary sort for the overweight packages. Being educated and united gave members the clout to achieve victory quickly.

Andy Foust the steward on the Jonesboro Preload told *Convoy Dispatch*, "We convinced management that we were right about the contract. They also knew that we always stick

together, so they had to accept our plan for handling the over 70s."

Louisville

It's Full-Time Jobs

Last summer, UPS pledged to create 10,000 new full-time positions by the next contract. That's 2,000 a year. Louisville part-timers know that UPS only keeps its promises when the rank and file gives them no other choice.

That's why Local 89 members are preparing a campaign to collect information on where full-time jobs are possible and file grievances to make UPS create them. Then they will plan actions to show UPS they are ready to fight for these jobs.

Plans for the campaign were laid at a TDU workshop on April 11.

New Orleans

Educate and Organize

New Orleans UPS Teamsters learned about the Kirkendall decision and members' rights when dealing with over-70s at a TDU workshop on April 26. Now they want to spread the word to others.

William Kirkendall suffered a permanent back injury due to UPS's shift to delivering packages weighing up to 150 pounds. Kirkendall asked UPS for "reasonable accommodation" under the Americans with Disabilities Act (ADA) so he could resume his job at UPS. UPS argued it had no job available for him, and a U.S. District Court judge agreed.

The ruling should be a warning to any UPS Teamster tempted to try to handle over-70s unassisted.

St. Louis

Gateway to a Strong Campaign

TDU National Organizer Ken Paff addressed a TDU chapter meeting in St. Louis on April 18 and gave an update on the IBT election.

The meeting also included a mini-workshop on planning a member-to-member election campaign in St. Louis.

The workshop reviewed strategies for setting up a campaign structure, fundraising, media outreach, targeting, one-on-one communication and more.

"People were impressed. Several new members joined, and everyone left more aware of what we've got to do to get the reform slate elected," said UPSer John Youngermann. We've got a lot of work ahead of us."

One idea for follow-up is to bring a candidate into the area for campaigning and a fundraiser.

If you're interested in setting up a similar workshop on building the campaign in your area, call the TDU national office.

Seattle

Campaign Is On!

The Evergreen Chapter of TDU has their Ken Hall campaign up and running. International Vice President and TDU co-chair Diana Kilmury discussed campaign strategy at an April 25 chapter meeting.

The meeting raised funds for the campaign and helped build the rank and file campaign network.

"TDU is about activating members to win elections. But we're also about more than that."

Wherever labor is on the move, we're there—working with Jobs with Justice, supporting organizing drives, making our presence a testimony that reform means a stronger labor movement."

—Genn Cisco, Tacoma, Wash.

The first task in launching the network was updating the worksite list. Then responsibility for covering these worksites was divided among campaign volunteers. The network is distributing campaign materials to 144 sites in the northwest.

"It's going to take a rank and file campaign to win," said Evergreen chapter member Glenn Cisco. "We're geared up and ready to do it."

The chapter is also gearing up for a May 31 Solidarity Day rally for fired Fred Meyer drivers. The grocery giant has twice dumped its fleet of drivers after they filed for union certification elections with the NLRB.

"TDU is about activating members to win elections," Cisco said. "But we're also about more than that. Wherever labor is on the move, we're there—working with Jobs with Justice, supporting organizing drives, making our presence a testimony that reform means a stronger labor movement."

Salt Lake City

Members Form New Chapter

Salt Lake City Teamsters met on May 2 to discuss their problems in Local 222 and what they can do about them. Members reported on a struggle over statewide hours-of-service regulations for construction drivers, led by rank and file members with little or no help or cooperation from their local union.

Members decided to form a TDU chapter and work to take their local back. They discussed the many problems with the current Local 222 leadership, including insufficient attention to organizing, self-imposed isolation from the rest of the AFL-CIO, and an unwillingness to take the lead in the important fights affecting working families.

Local 222 member Jay Wulle was elected president of the new chapter.

Off-the-Clock Work: What to Do About It

David Mark
Attorney, Seattle

Federal and state wage and hour laws prohibit employers from "permitting" hourly paid employees to perform off-the-clock work. Employers must compensate for all work that they knew about or should have known about. Employers must do everything within their power to prevent off-the-clock work. Not surprisingly, many employers are willing to look the other way while employees perform unpaid work voluntarily or under pressure. Common violations include:

- ◆ Allowing or requiring work to be done before the start of a shift, such as pretripping or warming up trucks.

- ◆ Allowing or requiring work to be done after the end of a shift, such as cleanup, paperwork or completing tasks that "should have" been done during the shift.

- ◆ Deducting meal breaks which employees do not take or took with interruptions or significant restric-

tions.

- ◆ No-overtime rules and/or productivity goals or pressure which encourage employees to do some work on their own time.

- ◆ Putting employees on a "salary" without overtime pay, even though their job tasks do not fit within the overtime exemptions for "professional," "administrative" or "executive" employees.

- ◆ Orientation, training or book work done on "own time" or during unpaid meal breaks.

- ◆ Rewarding the "good" employees who are willing to go the extra mile by coming in early, staying late, working through all or part of breaks, taking work home, etc.

It is the rare employer who will go out of its way to prevent these practices from occurring.

The Law Favors Employees

Wage and hour laws are written and interpreted in favor of em-

ployees:

- ◆ Employers have the obligation to stop work if they do not want to pay for it.

- ◆ There are almost no defenses. It is not a defense that the employees acted voluntarily, tried to hide the work from management, agreed not to seek proper compensation, or entered into an out-of-court settlement of the claims.

- ◆ Employees can prove individual and group cases by reasonable estimation. Not every employee need testify.

- ◆ Employees can recover double back pay.

- ◆ If a case is successful, the employer must pay the employees' attorney in addition to paying damages. This encourages enforcement of relatively small claims and also encourages employers to settle valid claims.

- ◆ Exemptions from the overtime and minimum wage requirements (and there are many) are strictly and narrowly construed in favor of employees.

- ◆ Employees often have from two to six years to bring suit, far longer than the time provided for in labor agreements.

- ◆ Employees can file suit on behalf of larger groups of employees affected by similar policies or practices.

- ◆ Employees may benefit from federal and/or state wage and hour law—whichever is the most favorable.

- ◆ Union members are typically allowed to enforce wage and hour law rights independent of collective bargaining agreement provisions and procedures.

- ◆ Judges and juries do not like dishonest or coercive workplace practices.

Wage and hour plaintiffs have it much easier than employees who sue for wrongful discharge, discrimination, breach of the duty of

fair representation or many other areas where workers have rights which can be difficult to enforce.

What to Do?

Seek advice from an attorney or an agency official if you think your rights may have been violated. Keep in mind, however, that many attorneys do not know the ins and outs of wage and hour law and that many agencies are understaffed and do not aggressively enforce the laws. Therefore, you should be patient and be willing to keep trying until you find the right fit. Try to find an attorney who is willing to take on your case for the "reasonable attorney fee" that the employer must pay if it loses. Former employees often make the best plaintiffs, because the employer cannot easily retaliate.

When you experience or hear about workplace abuse, think of wage and hour law. Employers who abuse workers or are obsessed with productivity are likely to be violating these laws. See the box on this page for some success stories.

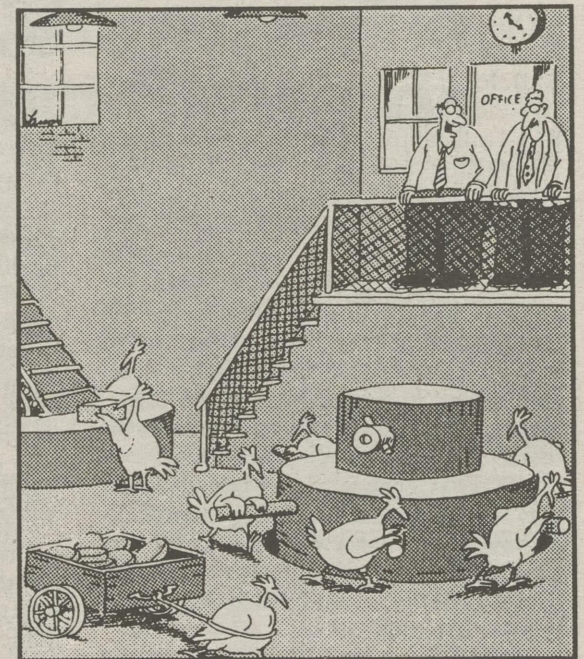
David Mark is a Seattle-based attorney who has won important cases involving off-the-clock work, including against Taco Bell and UPS. He can be reached through TDU or by e-mail at dmark@halcvon.com.

Some Successful Wage and Hour Suits

- ◆ **THE SHAM ONE-HOUR LUNCH AT UPS.** In 1990, Judy Personette got fed up with UPS productivity harassment and quit. UPS was stepping on her dignity and rights by its insane productivity pressure and deducting for a one-hour lunch which she rarely, if ever, took. She brought suit for all Washington State package car drivers and recovered \$12,000,000 in back wages. In 1998, Illinois UPS drivers recovered \$7,250,000 damages for the same illegal lunch practices, after a four-year court battle.

- ◆ **TACO BELL RUNS FOR THE BORDER.** Christian Ryder did not like the abuse that fast food restaurants served their employees. After having to attend unpaid meetings and seeing overtime hours disappear, she brought suit on behalf of all Washington State Taco Bell employees. After a three-month trial, a jury concluded that Taco Bell "reached a consensus to willfully" permit off-the-clock work and violate overtime laws. Sixteen thousand former and current employees are now eligible to recover back pay.

- ◆ **IT DOES NOT WARM AND INSPECT ITSELF.** Seattle Teamster Local 174 hourly paid members complained to recently elected officers about not getting paid for warming and pretripping their dump trucks. Secretary-Treasurer Bob Hasegawa went to the job site and put a stop to the unpaid work. Five former employees, led by a determined Gordy Winkle, recovered \$100,000—a couple of thousand dollars per driver for one and a half years of unpaid pretripping.



"Oh, yeah! They work real hard, all day long, seven days a week! ... And here's the best part—for chicken feed!"

LETTERS FROM OUR MEMBERS

Campaign for Elected Stewards in Local 705

Convoy Dispatch's interview with Chicago Local 705 Secretary-Treasurer Jerry Zero (Feb/March #166) brought out a lot of good information about reform in our local. I want to add that it takes membership involvement to make it work.

We've been working on the issue of elected stewards since 1995. At a meeting in 1996 Secretary-Treasurer Zero, commenting on a proposed bylaws change for elected stewards, was shouted down by Hoffa supporters and had to end the meeting.

This year there were four proposed amendments to our bylaws for elected stewards. Zero commented on the pros and cons of each proposal and noted that two were well written. He suggested our local form a committee of those who proposed the elected-stewards amendments.

Reform takes time and membership involvement, and that's what TDU is about. I hope, as many do in this great union in Chicago, that next January we will come together to agree on one solid proposal to have elected stewards written into our bylaws. We have over 200 active stewards who are a vital part of revitalizing this local.

Roy Kruchten
Local 705, UPS feeder steward
Chicago

Promote TDU in Local Publications

TDU provided assistance to members of Local 2000, the flight attendants of Northwest Airlines, over the years when the local's executive board (which used to include Dotty Malinsky, now a Central Region VP on the Hoffa slate) did nothing to help promote democracy, member participation or training programs.

After TDU helped the "It's Time" slate get elected in November 1997, TDU continued to provide guidance and advice as we took office. As a newly elected base representative in Honolulu, I was glad I had some TDU training. Without it I would have been lost during my first several weeks in office.

As part of our way of saying thanks to TDU for its help during this critical time, I was called upon by the executive board to write an article in our newsletter, the *2000 Times*, to tell flight attendants about TDU. I was honored and excited to be able to spread the word about the reform movement to our members. The *2000 Times* was mailed to over 10,000 flight attendants at the end of February.

My elation was short lived, however, when I learned that James Hoffa had filed an election protest against the local because "Local 2000 improperly used union resources to attack his candidacy by publishing

and distributing" the newsletter, and "the *2000 Times* improperly refers to ... TDU because such references promote an organization which is 'politically opposed' to his candidacy." Hoffa further charged that there should be no reference to TDU in our literature, since *Convoy Dispatch* is "campaign literature." There were no references to Hoffa in my article and I simply identified TDU as a "catalyst for change in the reform movement" and *Convoy Dispatch* as the "voice of TDU."

TDU fought the protest, and we won. The Election Officer found no evidence that my article was improper and the protest was denied. Hoffa has filed for a hearing on the matter, with a date yet to be set.

If Hoffa and his pals thought that these charges would scare me they are dead wrong. These accusations only pushed me to become more vigilant in my fight against corruption and pettiness in our union. If I was outspoken about TDU before, now I am doubly so, and I tell people why: "Because Jimmy Hoffa Jr. tried to make me shut up."

When the election in 1998 is over and we can all go back to publishing our regular local newsletters, I would like to challenge all of you to promote TDU in your publications. Stop whining Junior! And by the way, I just got tougher and we are getting louder.

Ashley Ann McNeely
Local 2000 base representative
Honolulu

Older Retirees Still Out in the Cold

It is great that pensions have been going up for Teamsters who are planning to retire. But it is not so great that retirees who built the union pension fund and were Teamsters for 30 years or longer are collecting a tiny fraction of current benefits.

The time to right this wrong is now. It's time retirees make their voices heard.

In May of 1995, hundreds of retirees from 19 states (Central and Southern regions) picketed the Central States Pension Building in Rosemont, Ill., for only one day, as many could not afford to stay longer. Now it's time for us to return and picket for a much longer time so we cannot be ignored.

The Central States Pension Fund was built by retirees. It now has assets from investments greater than all of UPS makes in profits!

The time has come for the Central States Pension Fund to increase benefits for older retirees to a minimum of \$750 a month for retirees with 20 to 40 years service to at least keep our Teamster brothers and sisters out of poverty. Raise other pensions by a percentage factor, and restore the 13th check, making it standard instead of a handout.

Retirees and active Teamsters who are interested in picketing the pen-

sion fund building for an extended period or want to lend support for Teamsters who do, please contact me at the address below.

Pension Fund Teamsters donated their hard earned dollars to feed us old people in 1995 and our gratitude goes out to them. Everything we've won as Teamsters has come through struggle, so let's support this effort for all members. Future retirees, think how you could benefit later.

Robert D. Smith
Local 41 retiree
29872 Evans Rd.
Sun City, Calif. 92586

Editors Note: Brother Smith reports that after he circulated his call for a demonstration at the Central States fund building to retiree clubs and members, the fund issued a \$400 13th check (higher for some) at an unexpected time of the year.

Election Important for All Teamsters

I want to stress the importance of the current election campaign for IBT officers for all Teamsters. While many members in our locals consider it a "remote event," I know from personal experience the importance of having International officers who care about the members.

In Local 31, principal officer Garnet Zimmerman rules the roost at his whim. When vice president Brad Swannie broke ranks in the last election to campaign for Ron Carey, Zimmerman had him suspended on bogus "fiduciary impropriety" charges. The International immediately had him reinstated.

Last fall, Swannie headed up a reform slate to take on Zimmerman and his cronies.

Zimmerman responded by filing a personal lawsuit against Swannie, conveniently funded by members' dues money. He also used union publications to campaign against our reform team.

We filed election protests, but they got nowhere. The local heard them, but never rendered any decisions. That way, when they got to the Joint Council level, Local 31 officials could argue that the protests could not be heard because they had already been "heard" at another level!

We appealed to the International, who found Zimmerman guilty of improper use of union resources. We're not done yet, though—we're organizing to kick Zimmerman out and reform our local.

But the International plays an important role in our fight. Without proper oversight from the International, "local autonomy" gives local union officials tremendous powers for potential abuse. I urge all Teamsters to do whatever you can to help Ken Hall defeat Junior Hoffa this year!

Jon Anderson
Local 31, Western Assembly
Delta, B.C.

TDU Meets

CEDAR RAPIDS, IOWA UPS Contract Enforcement Workshop

Sunday, May 17, 1 p.m.
North Liberty City Hall
25 West Cherry St.
North Liberty, Iowa
Call (319) 351-5370 for information

CHICAGO

Saturday, June 6, 6:30 p.m.
UE Hall
37 South Ashland

CLEVELAND

Monday, May 18, 7 p.m.
My Family Restaurant
5175 Brecksville Rd.
Richfield, Ohio
Call (216) 581-7775 for information

DALLAS LOCAL 767

Workshop: Building Workplace Power

Saturday, May 16, 1 p.m.
Local 767 Hall
6109 Anglin Dr., Forest Hill, Texas

DES MOINES, IOWA

UPS Contract Enforcement Workshop

Saturday, May 16, 9 a.m.
FLT Hall (Odd Fellows—Rebekahs)
2428 SE 6th St.
Call (515) 964-1538 for information

DETROIT

UPS Contract Enforcement Workshop

Sunday, May 31, 2 p.m.
Days Inn
1331 W. 14 Mile
Madison Heights, Mich.
Call (313) 842-2600 for information

NORTHERN CALIFORNIA

Third Saturday every other month
10 a.m.
Recreation Room
22012 Sevilla Rd., Hayward, Calif.
Call (707) 426-5310 for information

NEW ENGLAND TDU

Regional Conference

Saturday, June 20
10 a.m. to 3:30 p.m.
Holiday Inn
Worcester, Mass.

NEW YORK/NEW JERSEY

Saturday, June 6
Call (718) 624-7746 for information

ROANOKE, VA.

Sunday, June 7
10 a.m.
Holiday Inn Tanglewood
4468 Starkey Rd., S.W.

SOUTHERN CALIFORNIA

UPS Contract Enforcement Workshop &

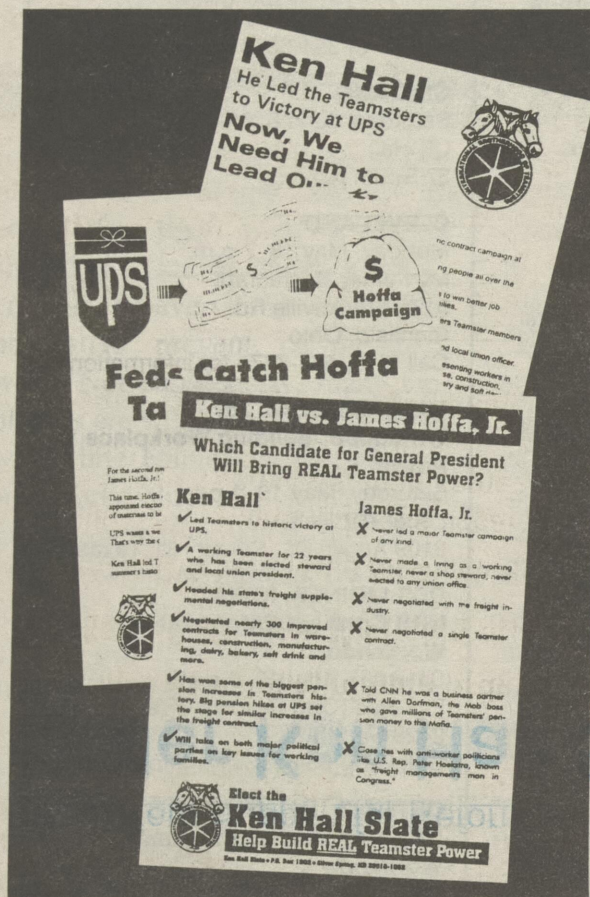
How to Organize for Better Contracts (in Spanish)
Sunday, May 17, 1 p.m.
VFW Hall
101 S. Main St., Pomona, Calif.

WISCONSIN

First Saturday every month
10:30 a.m.
Sue's Bayview Bandwagon
2463 South St. Clair, Milwaukee
Call (414) 327-1489 for information

The Ken Hall Campaign Needs YOU!

WHAT YOU CAN DO:



- **HAND OUT LEAFLETS.** Help inform other Teamster members about Hoffa's lies and schemes—and show them that Ken Hall is the candidate who will build *real* Teamster power. Available from TDU or the Ken Hall Campaign.
- **DISTRIBUTE STICKERS AND OTHER PARAPHERNALIA.** Show your co-workers and other Teamsters your Ken Hall colors. Make your support for the reform team visible by wearing Ken Hall Slate buttons and stickers and displaying a bumper sticker on your car or truck. You can distribute or sell the paraphernalia to other members, too.
- **HELP RAISE CAMPAIGN FUNDS.** Even a grassroots campaign needs financial support. You can solicit donations from Teamster members at work, sell raffle tickets, or help plan a fundraising dinner. An active Teamster member (and his or her immediate family) may contribute up to \$1,000 to the Ken Hall Slate.
- **PASS OUT CONVOY DISPATCH.** Order a bundle of *Convoy* to help spread the word on the reform campaign to your coworkers and other Teamster members in your area. See page 6 for information on how to order.

Show Your Support for Reform

Order Ken Hall Slate Materials

Buttons \$1 each, Minimum order: 20

Stickers \$.20 each, Minimum order: 50

Bumper Stickers \$.50 each, Minimum order: 20

Include your name, address, local union number, employer, and phone number. Only active Teamsters, their immediate family members, and qualified campaign committees may place orders.

To order large quantities of materials, contact the campaign office.

Name _____

Address _____

City/State/Zip _____

Employer _____ Local _____

Send me:

_____ Buttons

_____ Stickers

_____ Bumper Stickers Please enclose check or M.O.

Send to: Ken Hall Slate, P.O. Box 1002,
Silver Spring, Md. 20910-1002
Phone: (202) 393-0958

